

Child Welfare Workforce Development and Workplace Enhancement Institute

Promising Approaches to Recruiting and Retaining Quality Child Welfare Workers

**Reports from the
NASW Center for Workforce
Studies and NASW Child Welfare
Specialty Practice Section**

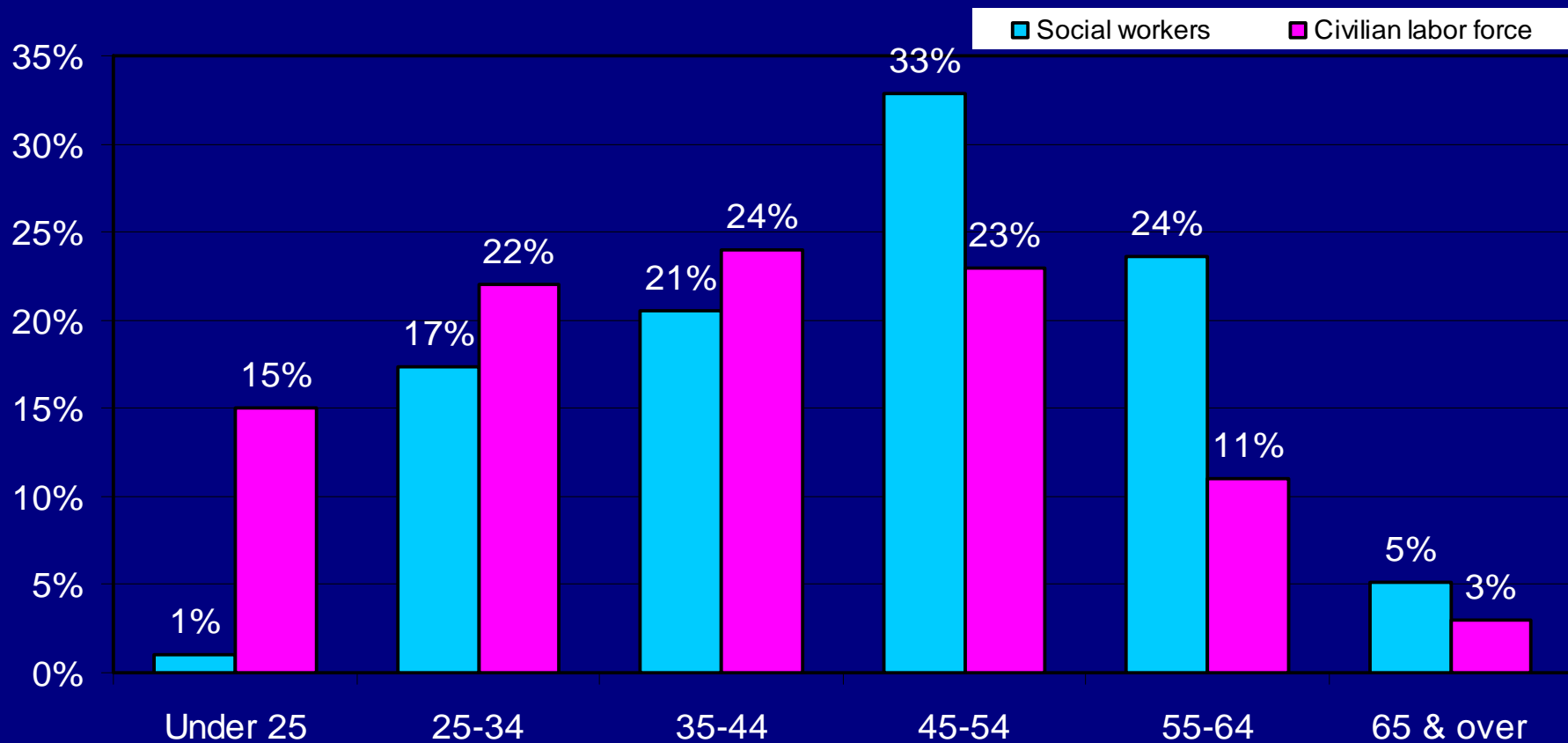
October 24-26, 2005

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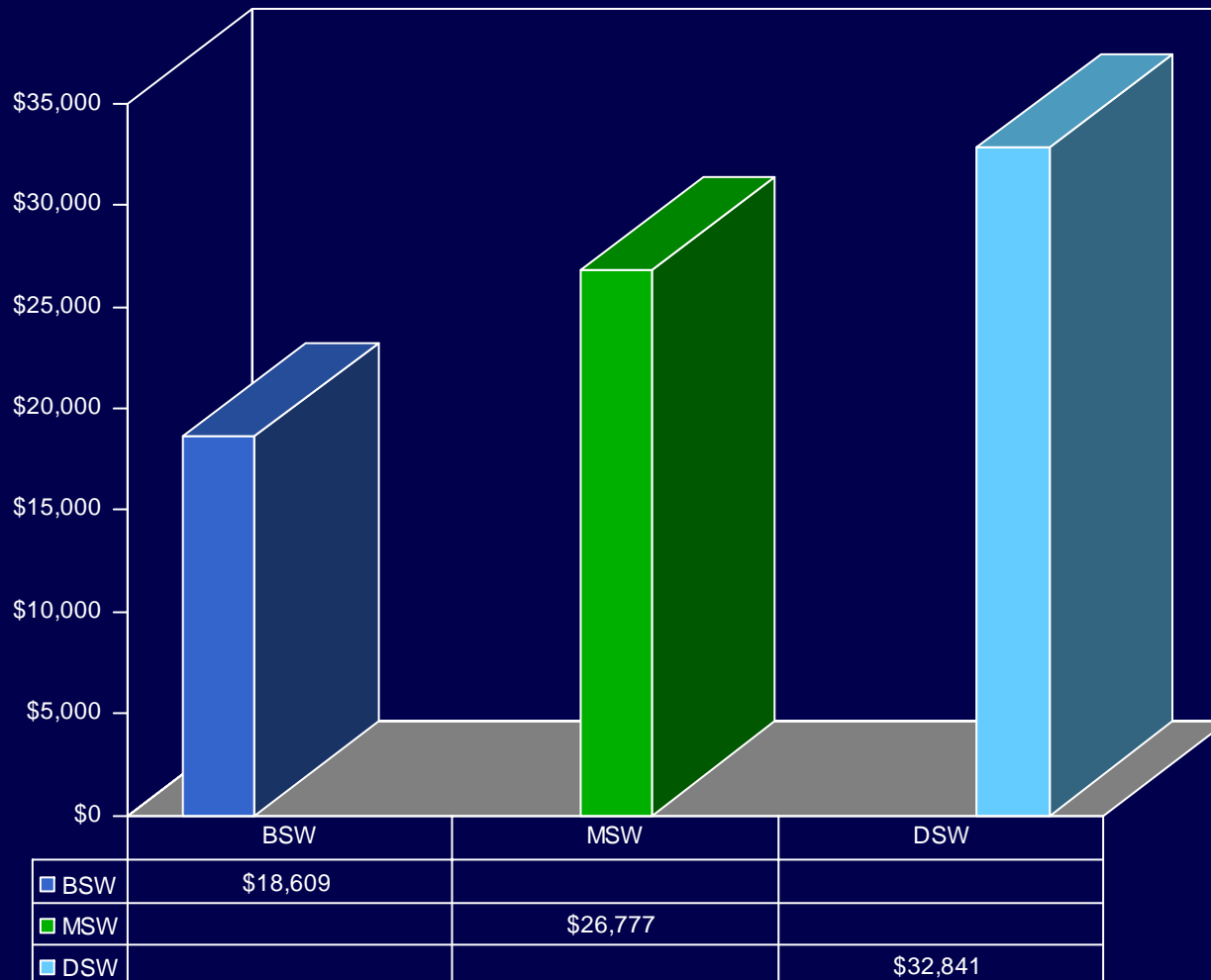
An Aging Workforce

Age Distribution of Licensed Social Workers and the Civilian Labor Force, U.S.



Social Work Student Loan Debt

2003-04 Graduates



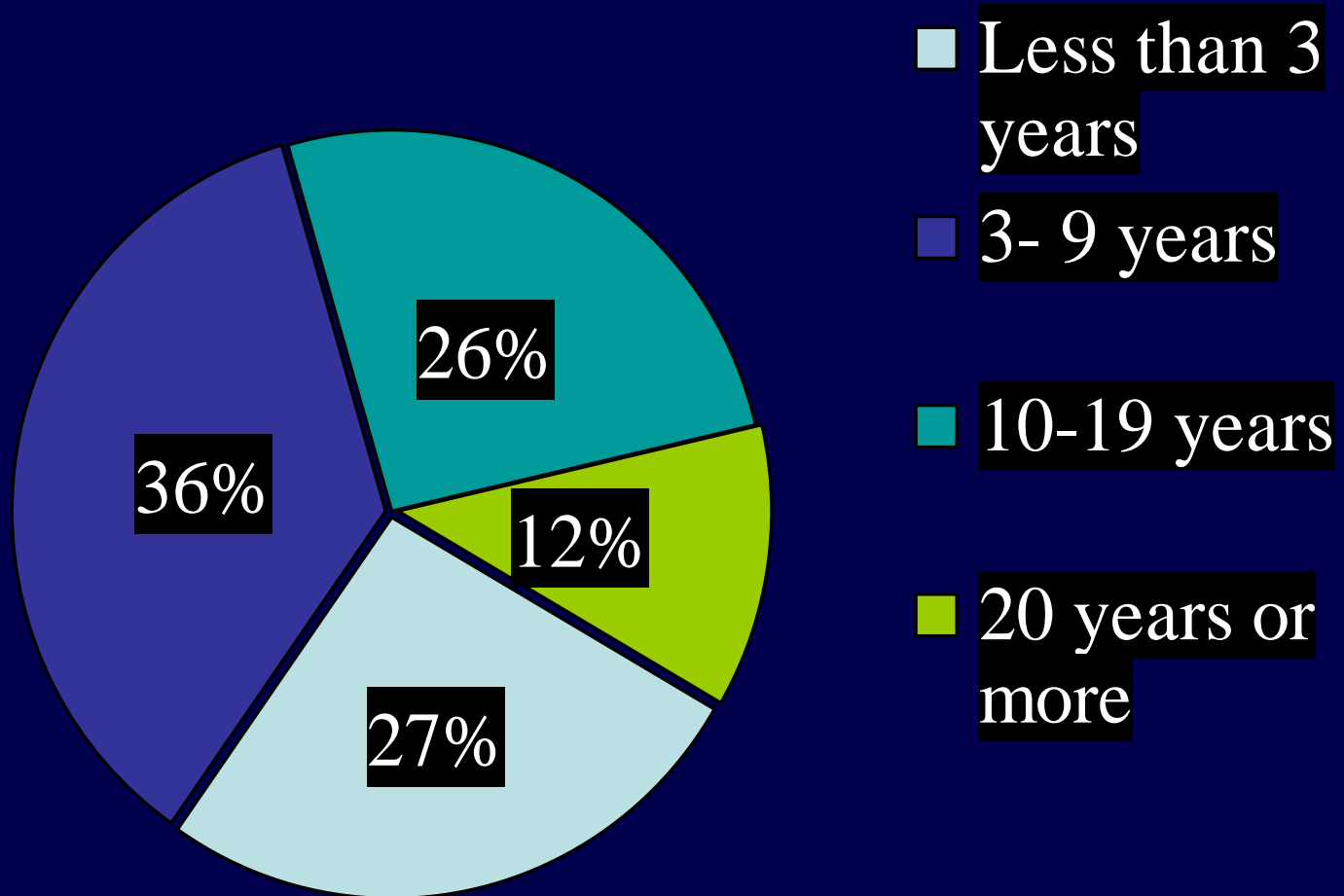
RETENTION:

Years on the Job

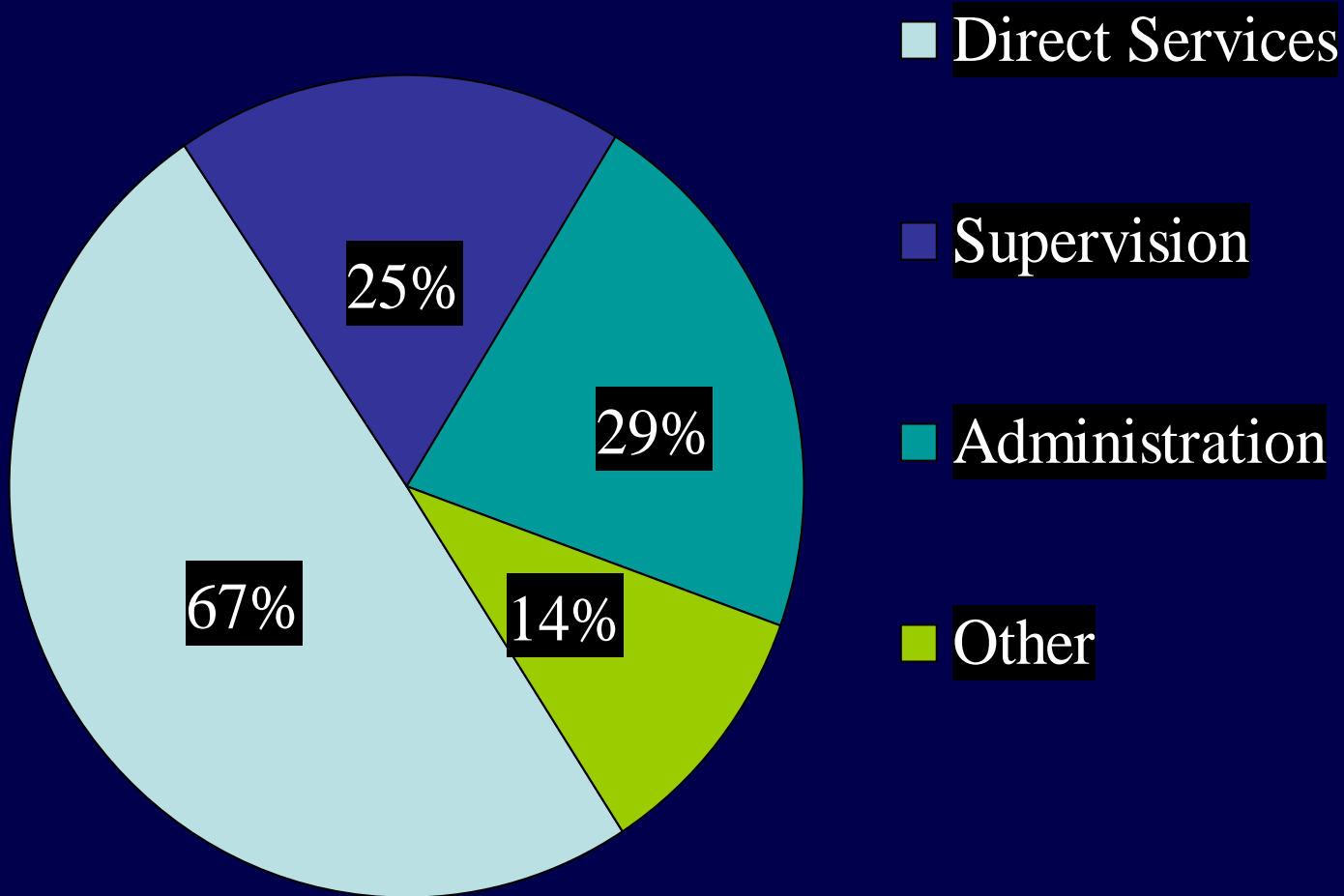
- The average tenure of child welfare workers is less than two years. (GAO, 2003)
- The average tenure of NASW CW SPS members is 6.1 years.
- The average length of practice experience is 9.5 years.

RETENTION:

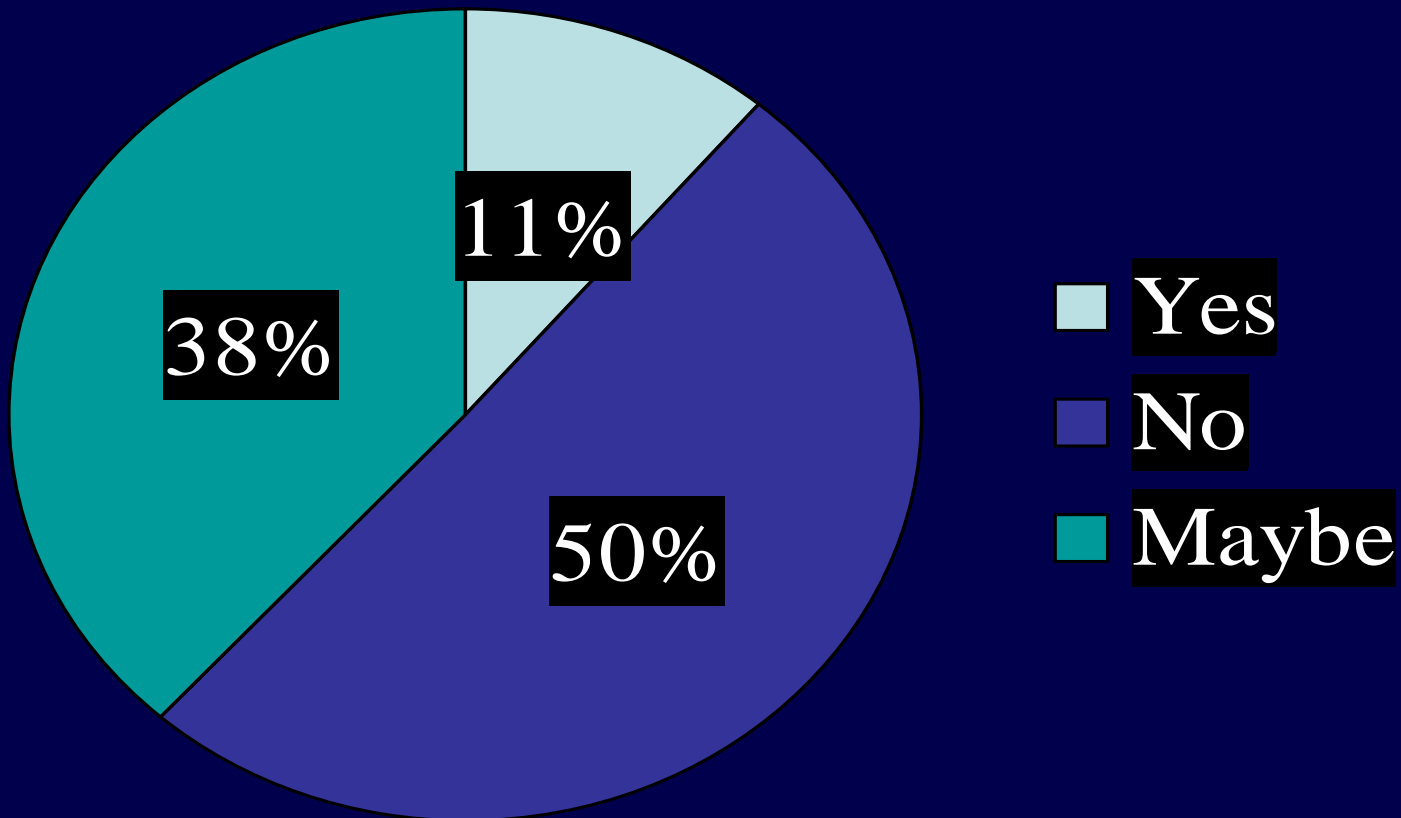
Years of Experience



NASW CW SPS Member Practice Roles



RETENTION: Intent to Leave



NASW Members v. Others

- As compared to the larger population of all child welfare workers, NASW CW SPS survey respondents:
 - Have lower caseloads
 - Have higher salaries
 - Spend a little less time on paperwork
 - Feel safer making home visits alone
 - Are pleased with the frequency and quality of supervision
 - **Have more tenure and higher interest in remaining in child welfare**

CONCLUSION

If You're Right for the Job,



It's the Best Job in the World!